

Appendix 2: General Classification Group Regional Data by Class

Northern Region

Account Clerk

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Account Clerk II	\$2,364	\$2,876					\$879	\$90	\$9			\$220	\$4,074
City of Chico	Account Clerk	\$2,579	\$3,458			\$138		\$1,013	\$66	\$5			\$265	\$4,945
City of Davis	Financial Assistant II	\$2,725	\$3,313			\$265	\$1,340						\$48	\$4,966
City of Eureka	Accounting Specialist II	\$2,095	\$2,548					\$1,165	\$53	\$5			\$37	\$3,808
City of Folsom	Account Clerk	\$2,875	\$3,671	\$92		\$294		\$913	\$143	\$21		\$25	\$281	\$5,439
City of Redding	Account Clerk II	\$2,364	\$3,018			\$211		\$1,160	\$106	\$16			\$44	\$4,555
City of Roseville	Account Clerk II	\$2,678	\$3,769	\$94	\$113	\$302		\$916					\$55	\$5,248
City of Sacramento	Account Clerk II	\$2,595	\$3,651			\$110		\$880					\$281	\$4,922
City of Woodland	Finance Clerk II	\$2,696	\$3,277			\$262		\$1,145	\$116	\$22			\$48	\$4,870
City of Yuba City	Account Clerk Intermediate	\$3,027	\$3,679			\$239		\$750	\$86				\$53	\$4,807
County of Butte	Account Clerk, Senior	\$2,158	\$2,893			\$203		\$1,207					\$221	\$4,524
County of El Dorado	Account Clerk II	\$2,661	\$3,236	\$162		\$227		\$1,284					\$47	\$4,955
County of Placer	Account Clerk (journey)	\$2,739	\$3,329	\$166		\$233		\$1,190	\$50	\$9			\$255	\$5,232
County of Sacramento	Account Clerk II	\$2,297	\$3,169					\$827	\$95				\$242	\$4,333
County of Yolo	Account Clerk II	\$2,330	\$2,832					\$926	\$79	\$9			\$217	\$4,063
Federal Government - Northern CA	Fiscal Accounts Clerk	\$2,471	\$3,212		\$161			\$697					\$239	\$4,309

Base Salary Median		\$3,277
Base Salary Mean		\$3,270
Percentage Above or Below Median		-13.94%
Percentage Above or Below Mean		-13.71%

Total Compensation Median	\$4,870
Total Compensation Mean	\$4,732
Percentage Above or Below Median	-19.53%
Percentage Above or Below Mean	-16.15%

Number of Comparable Matches	15
------------------------------	-----------

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Biologist	\$4,633	\$5,584					\$879	\$90	\$9			\$427	\$6,989
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Biologist	\$4,829	\$5,324					\$827	\$95				\$407	\$6,653
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Biologist	\$4,530	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$5,607
Base Salary Mean		\$5,607
Percentage Above or Below Median		-0.41%
Percentage Above or Below Mean		-0.41%

Total Compensation Median	\$6,987
Total Compensation Mean	\$6,987
Percentage Above or Below Median	0.03%
Percentage Above or Below Mean	0.03%

Number of Comparable Matches	2
------------------------------	---

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Building Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Building Maintenance Worker	\$3,186	\$3,497					\$879	\$90	\$9			\$268	\$4,743
City of Chico	Maintenance Worker	\$2,730	\$3,659			\$146		\$1,013	\$66	\$5			\$280	\$5,169
City of Davis	Building Maintenance Worker II	\$3,546	\$4,310	\$108		\$345	\$1,340						\$62	\$6,165
City of Eureka	No Comparable Class													
City of Folsom	Maintenance Worker II	\$3,330	\$4,251	\$106		\$340		\$913	\$143	\$21		\$25	\$325	\$6,125
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	Building Maintenance Worker	\$2,924	\$4,114			\$123		\$880					\$317	\$5,434
City of Woodland	Facilities Maintenance Worker II	\$2,832	\$3,443			\$275		\$1,145	\$116	\$22			\$50	\$5,051
City of Yuba City	Building Maintenance Worker I	\$2,996	\$3,642			\$237		\$750	\$86				\$53	\$4,768
County of Butte	No Comparable Class													
County of El Dorado	Building Maintenance Worker I	\$2,690	\$3,273	\$164		\$229		\$1,284					\$47	\$4,997
County of Placer	Building Crafts Mechanic	\$3,496	\$4,249	\$212		\$297		\$1,190	\$50	\$9			\$325	\$6,333
County of Sacramento	Building Maintenance Worker	\$2,761	\$3,355					\$827	\$95				\$257	\$4,534
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Maintenance Worker	\$2,479	\$2,891		\$145			\$697					\$215	\$3,948

Base Salary Median		\$3,651
Base Salary Mean		\$3,719
Percentage Above or Below Median		-4.39%
Percentage Above or Below Mean		-6.34%

Total Compensation Median	\$5,110
Total Compensation Mean	\$5,252
Percentage Above or Below Median	-7.76%
Percentage Above or Below Mean	-10.75%

Number of Comparable Matches	10
------------------------------	-----------

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Carpenter

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Carpenter I	\$3,660	\$4,012					\$879	\$90	\$9			\$307	\$5,297
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	Facilities Maintenance Specialist	\$2,676	\$3,254					\$928					\$47	\$4,229
City of Folsom	Building Trades Worker II	\$3,856	\$4,921	\$123		\$394		\$913	\$143	\$21		\$25	\$376	\$6,916
City of Redding	Building Trades Maintenance Worker		\$3,940										\$57	\$3,997
City of Roseville	No Comparable Class													
City of Sacramento	Carpenter	\$3,357	\$5,569			\$167		\$880					\$429	\$7,045
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Building Crafts Worker, Senior	\$2,832	\$3,795			\$266		\$1,207					\$290	\$5,558
County of El Dorado	Senior Building Maintenance Worker	\$3,215	\$3,907	\$195		\$273		\$1,284					\$57	\$5,716
County of Placer	Senior Building Craft Mechanic	\$3,854	\$4,685	\$234		\$328		\$1,190	\$50	\$9			\$358	\$6,855
County of Sacramento	Carpenter		\$4,848					\$827	\$95				\$371	\$6,141
County of Yolo	Building Crafts Mechanic III	\$3,273	\$3,980					\$926	\$79	\$9			\$304	\$5,298
Federal Government - Northern CA	Carpenter	\$3,205	\$3,742		\$187			\$697					\$279	\$4,905

Base Salary Median		\$3,960
Base Salary Mean		\$4,264
Percentage Above or Below Median		1.30%
Percentage Above or Below Mean		-6.28%

Total Compensation Median	\$5,637
Total Compensation Mean	\$5,666
Percentage Above or Below Median	-6.42%
Percentage Above or Below Mean	-6.97%

Number of Comparable Matches	10
------------------------------	-----------

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Chemist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Chemist	\$4,560	\$5,605					\$879	\$90	\$9			\$429	\$7,012
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	Laboratory Analyst II	\$3,575	\$5,030	\$126	\$151	\$402		\$916					\$73	\$6,698
City of Sacramento	Water Quality Chemist	\$4,435	\$6,240		\$125	\$187		\$880					\$480	\$7,912
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Chemist	\$4,829	\$5,324					\$827	\$95				\$407	\$6,653
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Chemist	\$4,530	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$5,607
Base Salary Mean		\$5,621
Percentage Above or Below Median		-0.04%
Percentage Above or Below Mean		-0.29%

Total Compensation Median	\$7,009
Total Compensation Mean	\$7,146
Percentage Above or Below Median	0.04%
Percentage Above or Below Mean	-1.91%

Number of Comparable Matches	4
------------------------------	---

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Clinical Dietician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Clinical Dietician	\$3,320	\$4,132					\$978					\$316	\$5,426
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	Nutritionist	\$4,139	\$5,030	\$252		\$352		\$1,284					\$73	\$6,991
County of Placer	Nutritionist II	\$4,152	\$5,046	\$252		\$353		\$1,190	\$50	\$9			\$386	\$7,287
County of Sacramento	Dietician	\$3,939	\$4,789					\$827	\$95				\$366	\$6,077
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Dietician	\$3,744	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$5,038
Base Salary Mean		\$5,189
Percentage Above or Below Median		-21.93%
Percentage Above or Below Mean		-25.57%

Total Compensation Median	\$7,139
Total Compensation Mean	\$6,919
Percentage Above or Below Median	-31.56%
Percentage Above or Below Mean	-27.51%

Number of Comparable Matches	4
------------------------------	---

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Clinical Social Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Clinical Social Worker	\$5,971	\$7,233					\$978					\$105	\$8,316
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	Mental Health Clinician IB	\$4,233	\$5,145	\$257		\$360		\$1,284					\$75	\$7,121
County of Placer	Client Services Practitioner, Senior	\$4,685	\$5,694	\$285		\$399		\$1,190	\$50	\$9			\$436	\$8,062
County of Sacramento	Sr. Mental Health Counselor	\$4,696	\$5,178					\$827	\$95				\$396	\$6,496
County of Yolo	Clinician II	\$4,027	\$4,894					\$926	\$79	\$9			\$374	\$6,282
Federal Government - Northern CA	Social Worker	\$5,430	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$5,178
Base Salary Mean		\$5,594
Percentage Above or Below Median		28.41%
Percentage Above or Below Mean		22.66%

Total Compensation Median	\$7,121
Total Compensation Mean	\$7,319
Percentage Above or Below Median	14.37%
Percentage Above or Below Mean	11.98%

Number of Comparable Matches	5
------------------------------	---

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Construction Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Construction Supervisor I	\$4,837	\$5,878					\$1,013					\$450	\$7,341
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Facilities Maintenance Supervisor	\$5,524	\$7,051	\$176	\$225	\$564		\$913	\$143	\$21		\$25	\$539	\$9,658
City of Redding	Facility Supervisor	\$4,021	\$5,659										\$433	\$6,092
City of Roseville	Building Maintenance Supervisor	\$5,111	\$6,849		\$411	\$548		\$1,000	\$148	\$20			\$99	\$9,075
City of Sacramento	Structural Maintenance Supervisor	\$4,184	\$6,942		\$139	\$208		\$880					\$535	\$8,704
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Supervisor, Facilities Maintenance	\$3,284	\$4,401			\$308		\$1,207					\$337	\$6,253
County of El Dorado	Building Operations Supervisor	\$3,971	\$4,827	\$241		\$338		\$1,284					\$70	\$6,760
County of Placer	Supervising Building Crafts Mechanic	\$4,249	\$5,165	\$258		\$362	\$1,500	\$1,190	\$50	\$9			\$395	\$8,929
County of Sacramento	No Comparable Class													
County of Yolo	Supervising Building Crafts Mechanic	\$3,726	\$4,529			\$317	\$1,014						\$346	\$6,206
Federal Government - Northern CA	Maintenance Supervisor	\$4,222	\$4,924		\$246			\$697					\$367	\$6,234

Base Salary Median		\$5,165
Base Salary Mean		\$5,594
Percentage Above or Below Median		12.13%
Percentage Above or Below Mean		4.83%

Total Compensation Median	\$6,760
Total Compensation Mean	\$7,546
Percentage Above or Below Median	7.91%
Percentage Above or Below Mean	-2.79%

Number of Comparable Matches	9
------------------------------	---

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Delineator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Delineator	\$3,738	\$4,544					\$879	\$90	\$9			\$348	\$5,870
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Senior Engineering Technician	\$5,262	\$6,715	\$168		\$537		\$913	\$143	\$21		\$25	\$514	\$9,036
City of Redding	Engineering Technician II	\$3,571	\$4,557			\$319		\$1,160	\$106	\$16			\$66	\$6,224
City of Roseville	Sr. Engineering Technician	\$3,635	\$5,115	\$128	\$153	\$409		\$916					\$74	\$6,796
City of Sacramento	Engineering Technician III	\$3,685	\$5,185			\$156		\$880					\$399	\$6,620
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Cadastral Drafting Technician, Senior	\$2,903	\$3,890			\$272		\$1,207					\$298	\$5,667
County of El Dorado	Senior CADD Technician	\$4,356	\$5,297	\$265		\$371		\$1,284					\$77	\$7,293
County of Placer	Cadastral Technician Senior	\$3,954	\$4,806	\$240		\$336		\$1,190	\$50	\$9			\$368	\$6,999
County of Sacramento	Principal Engineering Technician	\$4,326	\$5,519					\$827	\$95				\$422	\$6,863
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Engineer Technician GIS-CADD	\$4,530	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median	\$5,185
Base Salary Mean	\$5,219
Percentage Above or Below Median	-14.11%
Percentage Above or Below Mean	-14.86%

Total Compensation Median	\$6,863
Total Compensation Mean	\$6,980
Percentage Above or Below Median	-16.93%
Percentage Above or Below Mean	-18.91%

Number of Comparable Matches	9
------------------------------	---

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Engineering Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Transportation Engineering Technician	\$3,922	\$4,766					\$879	\$90	\$9			\$365	\$6,109
City of Chico	Engineering Technician II	\$3,389	\$4,541			\$182		\$1,013	\$66	\$5			\$347	\$6,154
City of Davis	Engineering Technician II	\$3,505	\$4,260			\$341	\$1,340						\$62	\$6,003
City of Eureka	Engineering Technician II	\$2,810	\$3,417					\$928					\$50	\$4,395
City of Folsom	Engineering Technician II	\$4,251	\$5,425	\$136		\$434		\$913	\$143	\$21		\$25	\$415	\$7,512
City of Redding	Engineering Technician I	\$3,160	\$4,033			\$282		\$1,160	\$106	\$16			\$58	\$5,656
City of Roseville	Engineering Technician II	\$3,280	\$4,615	\$115	\$138	\$369		\$916					\$67	\$6,221
City of Sacramento	Engineering Technician II	\$3,350	\$4,714			\$141		\$880					\$363	\$6,098
City of Woodland	Engineering Technician II	\$3,537	\$4,300			\$344		\$1,145	\$116	\$22			\$62	\$5,989
City of Yuba City	Engineering Technician I	\$3,362	\$4,086			\$266		\$750	\$86				\$59	\$5,247
County of Butte	Engineering Technician, Associate	\$3,367	\$4,511			\$316		\$1,207					\$345	\$6,379
County of El Dorado	Senior Engineering Technician	\$4,356	\$5,297	\$265		\$371		\$1,284					\$77	\$7,293
County of Placer	Engineering Technician II	\$4,152	\$5,046	\$252		\$353		\$1,190	\$50	\$9			\$386	\$7,287
County of Sacramento	Engineer Technician II	\$3,330	\$4,047					\$827	\$95				\$310	\$5,279
County of Yolo	Engineering Technician II	\$3,363	\$4,088					\$926	\$79	\$9			\$313	\$5,415
Federal Government - Northern CA	Engineering Technician	\$3,390	\$5,361		\$268			\$697					\$399	\$6,725

Base Salary Median		\$4,511
Base Salary Mean		\$4,516
Percentage Above or Below Median		5.35%
Percentage Above or Below Mean		5.24%

Total Compensation Median	\$6,098
Total Compensation Mean	\$6,110
Percentage Above or Below Median	0.17%
Percentage Above or Below Mean	-0.02%

Number of Comparable Matches	15
------------------------------	-----------

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Graphic Designer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Graphic Designer II	\$3,705	\$4,503					\$879	\$90	\$9			\$344	\$5,825
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	Graphic Designer	\$2,806	\$3,583			\$251		\$1,160	\$106	\$16			\$52	\$5,168
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Visual Information Specialist	\$3,061	\$4,868		\$243			\$697					\$363	\$6,171

Base Salary Median		\$4,226
Base Salary Mean		\$4,226
Percentage Above or Below Median		6.16%
Percentage Above or Below Mean		6.16%

Total Compensation Median	\$5,669
Total Compensation Mean	\$5,669
Percentage Above or Below Median	2.68%
Percentage Above or Below Mean	2.68%

Number of Comparable Matches	2
------------------------------	----------

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Highway/Road Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Caltrans Highway Maintenance Worker	\$2,873	\$3,120					\$879	\$90	\$9			\$239	\$4,337
City of Chico	Maintenance Worker	\$2,730	\$3,659			\$146		\$1,013	\$66	\$5			\$280	\$5,169
City of Davis	Public Works Maintenance Worker II	\$3,264	\$3,967	\$99		\$317	\$1,340						\$58	\$5,781
City of Eureka	No Comparable Class													
City of Folsom	Maintenance Worker II	\$3,330	\$4,251	\$106		\$340		\$913	\$143	\$21		\$25	\$325	\$6,125
City of Redding	Public Works Maintenance Worker	\$3,243	\$3,406										\$49	\$3,455
City of Roseville	No Comparable Class													
City of Sacramento	Street Construction Laborer	\$3,621	\$5,096			\$153		\$880					\$392	\$6,521
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Road Maintenance Assistant	\$1,908	\$2,557			\$179		\$1,207					\$196	\$4,139
County of El Dorado	Highway Maintenance Worker I	\$2,681	\$3,259	\$163		\$228		\$1,284					\$47	\$4,981
County of Placer	No Comparable Class													
County of Sacramento	Highway Maintenance Worker	\$3,019	\$3,670					\$827	\$95				\$281	\$4,873
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Maintenance Worker Roads	\$2,479	\$2,701		\$135			\$697					\$201	\$3,734

Base Salary Median		\$3,659
Base Salary Mean		\$3,618
Percentage Above or Below Median		-17.28%
Percentage Above or Below Mean		-15.98%

Total Compensation Median	\$4,981
Total Compensation Mean	\$4,975
Percentage Above or Below Median	-14.87%
Percentage Above or Below Mean	-14.73%

Number of Comparable Matches	9
------------------------------	----------

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Industrial Hygienist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Industrial Hygienist	\$4,960	\$6,577					\$879	\$90	\$9			\$503	\$8,058
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Industrial Hygienist	\$5,430	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$7,059
Base Salary Mean		\$7,059
Percentage Above or Below Median		-7.33%
Percentage Above or Below Mean		-7.33%

Total Compensation Median	\$8,635
Total Compensation Mean	\$8,635
Percentage Above or Below Median	-7.16%
Percentage Above or Below Mean	-7.16%

Number of Comparable Matches	1
------------------------------	----------

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Institutional Cook

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Correctional Supervising Cook	\$2,899	\$3,526					\$879	\$90	\$9			\$51	\$4,555
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Cook	\$1,861	\$2,494			\$175		\$1,207					\$191	\$4,066
County of El Dorado	Correctional Cook	\$2,520	\$3,063	\$153		\$214		\$1,284					\$44	\$4,759
County of Placer	Cook	\$2,549	\$3,098	\$155		\$217		\$1,190	\$50	\$9			\$237	\$4,956
County of Sacramento	Cook I	\$2,373	\$2,885					\$827	\$95				\$221	\$4,028
County of Yolo	Detention Facility Cook	\$2,246	\$2,730					\$926	\$79	\$9			\$209	\$3,953
Federal Government - Northern CA	Cook	\$2,479	\$2,891		\$145			\$697					\$215	\$3,948

Base Salary Median		\$2,888
Base Salary Mean		\$2,860
Percentage Above or Below Median		18.09%
Percentage Above or Below Mean		18.88%

Total Compensation Median	\$4,047
Total Compensation Mean	\$4,285
Percentage Above or Below Median	11.15%
Percentage Above or Below Mean	5.93%

Number of Comparable Matches	6
------------------------------	----------

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Insurance Investigator/Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Insurance Investigator	\$4,655	\$5,618					\$978					\$81	\$6,677
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Risk Management Analyst, Senior	\$4,002	\$5,363			\$375		\$1,207					\$410	\$7,356
County of El Dorado	No Comparable Class													
County of Placer	Risk Management Investigator	\$5,708	\$6,939	\$347		\$486	\$1,500	\$1,190	\$50	\$9			\$531	\$11,052
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	No Comparable Class													

Base Salary Median		\$6,151
Base Salary Mean		\$6,151
Percentage Above or Below Median		-9.49%
Percentage Above or Below Mean		-9.49%

Total Compensation Median	\$9,204
Total Compensation Mean	\$9,204
Percentage Above or Below Median	-37.83%
Percentage Above or Below Mean	-37.83%

Number of Comparable Matches	2
------------------------------	----------

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Legal Typist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Legal Typist	\$2,894	\$3,516					\$879	\$90	\$9			\$269	\$4,763
City of Chico	Administrative Analyst II	\$4,028	\$5,398			\$216		\$1,013	\$66	\$5			\$413	\$7,111
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Legal Secretary	\$4,147	\$5,293	\$132		\$423		\$913	\$143	\$21		\$25	\$405	\$7,356
City of Redding	Legal Secretary	\$2,836	\$3,446										\$50	\$3,496
City of Roseville	Legal Clerk II	\$3,661	\$4,907	\$123	\$147	\$393		\$916					\$71	\$6,557
City of Sacramento	Legal Secretary	\$3,530	\$5,294			\$159		\$880					\$408	\$6,740
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Legal Secretary	\$2,324	\$3,115			\$218		\$1,207					\$238	\$4,778
County of El Dorado	Legal Secretary II	\$2,855	\$3,468	\$173		\$243		\$1,284					\$50	\$5,218
County of Placer	Legal Secretary Journey	\$2,951	\$3,586	\$179		\$251		\$1,190	\$50	\$9			\$274	\$5,540
County of Sacramento	Legal Secretary	\$2,817	\$3,424					\$827	\$95				\$262	\$4,608
County of Yolo	Legal Secretary II	\$2,615	\$3,178					\$926	\$79	\$9			\$243	\$4,435
Federal Government - Northern CA	Legal Assistant Office Automation	\$2,471	\$3,979		\$199			\$697					\$296	\$5,171

Base Salary Median		\$3,586
Base Salary Mean		\$4,099
Percentage Above or Below Median		-1.99%
Percentage Above or Below Mean		-16.58%

Total Compensation Median	\$5,218
Total Compensation Mean	\$5,546
Percentage Above or Below Median	-9.56%
Percentage Above or Below Mean	-16.45%

Number of Comparable Matches	11
------------------------------	----

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Librarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Librarian	\$4,195	\$5,097					\$879	\$90	\$9			\$390	\$6,465
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Librarian	\$3,856	\$4,921	\$123		\$394		\$913	\$143	\$21		\$25	\$376	\$6,916
City of Redding	No Comparable Class													
City of Roseville	Librarian	\$3,258	\$4,585	\$115	\$138	\$367		\$916					\$66	\$6,186
City of Sacramento	No Comparable Class													
City of Woodland	Librarian II	\$3,895	\$4,735			\$379		\$1,145	\$116	\$22			\$69	\$6,465
City of Yuba City	No Comparable Class													
County of Butte	Librarian	\$2,903	\$3,890			\$272		\$1,207					\$298	\$5,667
County of El Dorado	Librarian II	\$3,514	\$4,269	\$213		\$299		\$1,284					\$62	\$6,127
County of Placer	Librarian II	\$4,152	\$5,046	\$252		\$353		\$1,190	\$50	\$9			\$386	\$7,287
County of Sacramento	No Comparable Class													
County of Yolo	Librarian II	\$3,331	\$4,049			\$283	\$1,014						\$310	\$5,656
Federal Government - Northern CA	No Comparable Class													

Base Salary Median		\$4,585
Base Salary Mean		\$4,499
Percentage Above or Below Median		10.05%
Percentage Above or Below Mean		11.73%

Total Compensation Median	\$6,186
Total Compensation Mean	\$6,329
Percentage Above or Below Median	4.31%
Percentage Above or Below Mean	2.10%

Number of Comparable Matches	7
------------------------------	---

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Licensed Psychiatric Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Licensed Psychiatric Technician	\$3,033	\$3,649					\$978					\$53	\$4,680
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Psychiatric Technician	\$2,763	\$3,703			\$259		\$1,207					\$283	\$5,452
County of El Dorado	Psychiatric Technician II	\$3,463	\$4,210	\$211		\$295		\$1,284					\$61	\$6,060
County of Placer	No Comparable Class													
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	No Comparable Class													

Base Salary Median		\$3,957
Base Salary Mean		\$3,957
Percentage Above or Below Median		-8.43%
Percentage Above or Below Mean		-8.43%

Total Compensation Median	\$5,756
Total Compensation Mean	\$5,756
Percentage Above or Below Median	-23.00%
Percentage Above or Below Mean	-23.00%

Number of Comparable Matches	2
------------------------------	---

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Maintenance Mechanic

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Maintenance Mechanic	\$3,835	\$4,207					\$879	\$90	\$9			\$322	\$5,507
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	Facilities Maintenance Specialist	\$2,676	\$3,254					\$928					\$47	\$4,229
City of Folsom	Building Trades Worker II	\$3,856	\$4,921	\$123		\$394		\$913	\$143	\$21		\$25	\$376	\$6,916
City of Redding	HVAC Technician		\$4,346										\$63	\$4,409
City of Roseville	No Comparable Class													
City of Sacramento	Stationary Engineer	\$3,953	\$5,562			\$167		\$880					\$428	\$7,037
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Building Crafts Worker, Senior	\$2,832	\$3,795			\$266		\$1,207					\$290	\$5,558
County of El Dorado	Building Operations Technician	\$3,451	\$4,196	\$210		\$294		\$1,284					\$61	\$6,044
County of Placer	Refrigeration and AC Mechanic, Senior	\$4,152	\$5,046	\$252		\$353		\$1,190	\$50	\$9			\$386	\$7,287
County of Sacramento	Stationary Engineer I	\$4,952	\$5,458					\$827	\$95				\$418	\$6,798
County of Yolo	Building Crafts Mechanic III	\$3,274	\$3,981					\$926	\$79	\$9			\$305	\$5,300
Federal Government - Northern CA	AC Equipment Mechanic	\$3,387	\$3,952		\$198			\$697					\$294	\$5,141

Base Salary Median		\$4,271
Base Salary Mean		\$4,451
Percentage Above or Below Median		-1.52%
Percentage Above or Below Mean		-5.80%

Total Compensation Median	\$5,801
Total Compensation Mean	\$5,872
Percentage Above or Below Median	-5.34%
Percentage Above or Below Mean	-6.63%

Number of Comparable Matches	10
------------------------------	-----------

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Pharmacy Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Pharmacy Technician	\$2,638	\$3,209					\$879	\$90	\$9			\$245	\$4,432
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	Pharmacy Technician	\$2,810	\$3,416	\$171		\$239		\$1,190	\$50	\$9			\$261	\$5,336
County of Sacramento	Pharmacy Technician	\$2,702	\$3,287					\$827	\$95				\$251	\$4,460
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Pharmacy Technician	\$2,755	\$3,581		\$179			\$697					\$267	\$4,724

Base Salary Median		\$3,416
Base Salary Mean		\$3,428
Percentage Above or Below Median		-6.45%
Percentage Above or Below Mean		-6.82%

Total Compensation Median	\$4,724
Total Compensation Mean	\$4,840
Percentage Above or Below Median	-6.57%
Percentage Above or Below Mean	-9.20%

Number of Comparable Matches	3
------------------------------	----------

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Plumber

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Plumber I	\$3,828	\$4,201					\$879	\$90	\$9			\$321	\$5,500
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	Facilities Maintenance Specialist	\$2,676	\$3,254					\$928					\$47	\$4,229
City of Folsom	Building Trades Worker II	\$3,856	\$4,921	\$123		\$394		\$913	\$143	\$21		\$25	\$376	\$6,916
City of Redding	Building Trades Maintenance Worker		\$3,940			\$276		\$1,159	\$106	\$16			\$57	\$5,554
City of Roseville	No Comparable Class													
City of Sacramento	Plumber	\$3,615	\$5,998			\$180		\$880					\$462	\$7,520
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Building Crafts Worker, Senior	\$2,832	\$3,795			\$266		\$1,207					\$290	\$5,558
County of El Dorado	Senior Building Maintenance Worker	\$3,215	\$3,907	\$195		\$273		\$1,284					\$57	\$5,716
County of Placer	Senior Building Craft Mechanic	\$3,854	\$4,685	\$234		\$328		\$1,190	\$50	\$9			\$358	\$6,855
County of Sacramento	Plumber		\$5,509					\$827	\$95				\$421	\$6,852
County of Yolo	Building Crafts Mechanic III	\$3,273	\$3,980					\$926	\$79	\$9			\$304	\$5,298
Federal Government - Northern CA	Plumber	\$3,205	\$3,742		\$187			\$697					\$279	\$4,905

Base Salary Median		\$3,960
Base Salary Mean		\$4,373
Percentage Above or Below Median		5.74%
Percentage Above or Below Mean		-4.10%

Total Compensation Median	\$5,637
Total Compensation Mean	\$5,940
Percentage Above or Below Median	-2.49%
Percentage Above or Below Mean	-8.00%

Number of Comparable Matches	10
------------------------------	-----------

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Public Health Microbiologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Public Health Microbiologist	\$4,700	\$6,139					\$879	\$90	\$9			\$470	\$7,587
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Public Health Microbiologist, Senior	\$4,309	\$5,775			\$404		\$1,207					\$442	\$7,828
County of El Dorado	Public Health Microbiologist	\$4,600	\$5,592	\$280		\$391		\$1,284					\$81	\$7,628
County of Placer	Senior Public Health Microbiologist	\$4,577	\$5,564	\$278		\$389		\$1,190	\$50	\$9			\$426	\$7,906
County of Sacramento	Senior Public Health Microbiologist	\$4,441	\$5,399					\$827	\$95				\$413	\$6,734
County of Yolo	Public Health Microbiologist II	\$4,001	\$4,864					\$926	\$79	\$9			\$372	\$6,250
Federal Government - Northern CA	Microbiologist	\$3,744	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$5,578
Base Salary Mean		\$5,709
Percentage Above or Below Median		9.14%
Percentage Above or Below Mean		7.01%

Total Compensation Median	\$7,728
Total Compensation Mean	\$7,497
Percentage Above or Below Median	-1.86%
Percentage Above or Below Mean	1.18%

Number of Comparable Matches	6
------------------------------	----------

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Research Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Research Analyst II	\$4,619	\$5,616					\$879	\$90	\$9			\$430	\$7,024
City of Chico	Management Analyst		\$7,746			\$155		\$1,013	\$66	\$5			\$593	\$9,577
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Management Analyst	\$5,524	\$7,051	\$176		\$564		\$913	\$143	\$21		\$25	\$539	\$9,433
City of Redding	Management Analyst II	\$3,794	\$5,338			\$374		\$1,160	\$106	\$16			\$77	\$7,071
City of Roseville	Administrative Analyst II	\$5,367	\$7,192	\$180	\$216	\$575		\$916					\$104	\$9,183
City of Sacramento	Administrative Analyst	\$4,599	\$6,898			\$207		\$880					\$531	\$8,516
City of Woodland	No Comparable Class													
City of Yuba City	Administrative Analyst II	\$4,508	\$5,480		\$100	\$438		\$750	\$97				\$79	\$6,945
County of Butte	No Comparable Class													
County of El Dorado	Administrative Analyst II	\$4,526	\$5,502	\$275		\$385		\$1,284					\$80	\$7,526
County of Placer	Staff Services Analyst II	\$4,461	\$5,423	\$271		\$380		\$1,190	\$50	\$9			\$415	\$7,738
County of Sacramento	Administrative Services Officer I	\$4,265	\$5,185					\$827	\$95				\$397	\$6,504
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Statistician	\$3,744	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$6,200
Base Salary Mean		\$6,287
Percentage Above or Below Median		-10.40%
Percentage Above or Below Mean		-11.96%

Total Compensation Median	\$8,127
Total Compensation Mean	\$8,113
Percentage Above or Below Median	-15.71%
Percentage Above or Below Mean	-15.51%

Number of Comparable Matches	10
------------------------------	----

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Research Scientist (Master's Degree req'd)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Research Scientist III	\$5,796	\$7,044					\$879	\$90	\$9			\$539	\$8,561
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	Epidemiologist	\$4,600	\$5,592	\$280		\$391		\$1,284					\$81	\$7,628
County of Placer	No Comparable Class													
County of Sacramento	Epidemiologist	\$5,509	\$6,695		\$67			\$827	\$95				\$512	\$8,196
County of Yolo	Public Health Epidemiologist	\$4,693	\$5,705			\$399		\$926	\$79	\$9			\$436	\$7,555
Federal Government - Northern CA	No Comparable Class													

Base Salary Median	\$5,705
Base Salary Mean	\$5,997
Percentage Above or Below Median	19.01%
Percentage Above or Below Mean	14.86%

Total Compensation Median	\$7,628
Total Compensation Mean	\$7,793
Percentage Above or Below Median	10.90%
Percentage Above or Below Mean	8.97%

Number of Comparable Matches	3
------------------------------	---

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Safety Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Safety Engineer	\$6,271	\$7,616					\$901	\$90	\$9			\$583	\$9,199
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	Safety Specialist	\$4,265	\$6,001			\$420		\$1,160	\$106	\$16			\$87	\$7,790
City of Roseville	Safety Coordinator	\$5,367	\$7,192		\$432	\$575		\$1,000	\$148	\$20			\$104	\$9,471
City of Sacramento	Environmental Health and Safety Specialist	\$4,585	\$6,877		\$275	\$481		\$880					\$530	\$9,043
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Safety Officer	\$4,876	\$6,534			\$457		\$1,207					\$500	\$8,698
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Safety Specialist	\$5,331	\$6,480					\$827	\$95				\$496	\$7,898
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Safety and Occupational Health Specialist	\$3,744	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$6,507
Base Salary Mean		\$6,496
Percentage Above or Below Median		14.56%
Percentage Above or Below Mean		14.71%

Total Compensation Median	\$8,298
Total Compensation Mean	\$8,370
Percentage Above or Below Median	9.79%
Percentage Above or Below Mean	9.01%

Number of Comparable Matches	6
------------------------------	---

Security Guard

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Security Guard	\$2,173	\$2,639					\$879	\$90	\$9			\$202	\$3,819
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	Library Security Guard	\$2,027	\$2,852	\$71	\$86	\$228		\$916					\$41	\$4,194
City of Sacramento	Security Officer	\$4,131	\$4,131			\$124		\$880					\$318	\$5,453
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Building Security Attendant	\$2,290	\$2,784					\$827	\$95				\$213	\$3,919
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Security Guard	\$2,209	\$3,212		\$161			\$697					\$239	\$4,309

Base Salary Median		\$3,032
Base Salary Mean		\$3,245
Percentage Above or Below Median		-14.89%
Percentage Above or Below Mean		-22.95%

Total Compensation Median	\$4,252
Total Compensation Mean	\$4,469
Percentage Above or Below Median	-11.33%
Percentage Above or Below Mean	-17.02%

Number of Comparable Matches	4
------------------------------	---

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Senior Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Transportation Engineer/1st Supervisor	\$7,377	\$8,965					\$1,013					\$634	\$10,612
City of Chico	Senior Civil Engineer		\$9,786			\$196		\$1,013	\$66	\$5			\$749	\$11,814
City of Davis	Senior Civil Engineer	\$6,656	\$8,091			\$647	\$1,340						\$117	\$10,196
City of Eureka	Associate Civil Engineer	\$5,306	\$6,452					\$1,165	\$53	\$5			\$94	\$7,769
City of Folsom	Senior Civil Engineer	\$6,881	\$8,785	\$220		\$703		\$913	\$143	\$21		\$25	\$631	\$11,441
City of Redding	No Comparable Class													
City of Roseville	Senior Engineer	\$6,267	\$8,398		\$504	\$672		\$1,000	\$148	\$20			\$122	\$10,863
City of Sacramento	Supervising Engineer	\$6,788	\$10,181		\$407	\$713		\$880					\$655	\$12,836
City of Woodland	Associate Civil Engineer	\$5,370	\$6,527		\$131	\$522		\$1,145	\$116	\$22			\$95	\$8,557
City of Yuba City	No Comparable Class													
County of Butte	Civil Engineer, Senior	\$5,328	\$7,212			\$505		\$1,207					\$552	\$9,476
County of El Dorado	Senior Civil Engineer	\$6,405	\$7,786	\$389		\$545		\$1,284					\$113	\$10,117
County of Placer	Senior Civil Engineer	\$6,921	\$8,413	\$421		\$589		\$1,190	\$50	\$9			\$626	\$11,297
County of Sacramento	Senior Civil Engineer	\$7,891	\$8,700					\$827	\$95				\$630	\$10,252
County of Yolo	Senior Civil Engineer	\$6,494	\$7,894			\$553	\$1,014						\$604	\$10,064
Federal Government - Northern CA	Civil - Highway Engineer	\$4,848	\$6,256		\$313			\$697					\$466	\$7,732

Base Salary Median		\$8,091
Base Salary Mean		\$8,037
Percentage Above or Below Median		9.75%
Percentage Above or Below Mean		10.35%

Total Compensation Median	\$10,196
Total Compensation Mean	\$10,186
Percentage Above or Below Median	3.92%
Percentage Above or Below Mean	4.01%

Number of Comparable Matches	13
------------------------------	-----------

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Staff Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Staff Services Analyst	\$3,658	\$4,446					\$879	\$90	\$9			\$340	\$5,764
City of Chico	Administrative Analyst I	\$3,458	\$4,634			\$185		\$1,013	\$66	\$5			\$355	\$6,258
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	Management Analyst I	\$3,280	\$4,615			\$323		\$1,160	\$106	\$16			\$67	\$6,287
City of Roseville	Administrative Analyst I	\$4,952	\$6,636		\$398	\$531		\$1,000	\$148	\$20			\$96	\$8,829
City of Sacramento	No Comparable Class													
City of Woodland	Management Analyst I	\$4,093	\$4,973			\$398		\$1,145	\$116	\$22			\$72	\$6,726
City of Yuba City	Administrative Analyst I	\$3,815	\$4,636			\$301		\$750	\$86				\$67	\$5,841
County of Butte	No Comparable Class													
County of El Dorado	Staff Services Analyst I	\$4,073	\$4,952	\$248		\$347		\$1,284					\$72	\$6,902
County of Placer	Staff Services Analyst I	\$4,047	\$4,919	\$246		\$344		\$1,190	\$50	\$9			\$376	\$7,135
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Management Analyst	\$3,744	\$4,868		\$243			\$697					\$363	\$6,171

Base Salary Median		\$4,894
Base Salary Mean		\$5,029
Percentage Above or Below Median		-10.07%
Percentage Above or Below Mean		-13.12%

Total Compensation Median	\$6,506
Total Compensation Mean	\$6,769
Percentage Above or Below Median	-12.88%
Percentage Above or Below Mean	-17.43%

Number of Comparable Matches	8
------------------------------	---

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Staff Services Manager I

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Staff Services Manager I	\$5,079	\$6,127					\$1,013					\$469	\$7,609
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	Administrative Officer	\$5,692	\$8,538		\$342	\$598		\$880					\$632	\$10,989
City of Woodland	No Comparable Class													
City of Yuba City	Administrative Analyst III	\$5,819	\$7,074		\$100	\$566		\$750	\$97				\$103	\$8,689
County of Butte	No Comparable Class													
County of El Dorado	Administrative Services Officer	\$5,205	\$6,328	\$316		\$443		\$1,284					\$92	\$8,463
County of Placer	Administrative Services Officer, Senior	\$5,431	\$6,602	\$330		\$462	\$1,500	\$1,190	\$50	\$9			\$505	\$10,648
County of Sacramento	Administrative Services Officer III	\$6,582	\$7,258		\$73			\$827	\$95				\$555	\$8,808
County of Yolo	No Comparable Class													
Federal Government - Northern CA	No Comparable Class													

Base Salary Median		\$7,074
Base Salary Mean		\$7,160
Percentage Above or Below Median		-15.46%
Percentage Above or Below Mean		-16.86%

Total Compensation Median	\$8,808
Total Compensation Mean	\$9,520
Percentage Above or Below Median	-15.76%
Percentage Above or Below Mean	-25.11%

Number of Comparable Matches	5
------------------------------	---

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Supervising Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Supervising Biologist	\$5,715	\$6,897					\$1,013					\$528	\$8,438
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Water Quality Laboratory Supervisor	\$4,820	\$5,859					\$827	\$95				\$448	\$7,229
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Supervising Biologist	\$5,430	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$6,459
Base Salary Mean		\$6,459
Percentage Above or Below Median		6.35%
Percentage Above or Below Mean		6.35%

Total Compensation Median	\$7,932
Total Compensation Mean	\$7,932
Percentage Above or Below Median	5.99%
Percentage Above or Below Mean	5.99%

Number of Comparable Matches	2
------------------------------	---

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Transportation Engineer	\$6,270	\$7,617					\$901	\$90	\$9			\$583	\$9,200
City of Chico	No Comparable Class													
City of Davis	Associate Civil Engineer	\$5,538	\$6,732			\$539	\$1,340						\$98	\$8,708
City of Eureka	No Comparable Class													
City of Folsom	Assistant City Engineer	\$5,944	\$7,587	\$190		\$607		\$913	\$143	\$21		\$25	\$580	\$10,066
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	Associate Civil Engineer	\$5,504	\$7,744		\$155	\$232		\$880					\$596	\$9,607
City of Woodland	No Comparable Class													
City of Yuba City	Associate Civil Engineer	\$5,959	\$7,243		\$100	\$579		\$750	\$97				\$105	\$8,874
County of Butte	Civil Engineer, Associate	\$4,876	\$6,534			\$457		\$1,207					\$500	\$8,698
County of El Dorado	Assistant Civil Engineer	\$4,557	\$5,538	\$277		\$388		\$1,284					\$80	\$7,567
County of Placer	Associate Civil Engineer	\$5,979	\$7,267	\$363		\$509		\$1,190	\$50	\$9			\$556	\$9,944
County of Sacramento	Associate Civil Engineer	\$6,433	\$7,820					\$827	\$95				\$598	\$9,340
County of Yolo	Civil Engineer	\$5,359	\$6,513					\$926	\$79	\$9			\$498	\$8,025
Federal Government - Northern CA	Civil - Highway Engineer	\$4,437	\$5,611		\$281			\$697					\$418	\$7,007

Base Salary Median		\$6,988
Base Salary Mean		\$6,859
Percentage Above or Below Median		8.26%
Percentage Above or Below Mean		9.95%

Total Compensation Median	\$8,791
Total Compensation Mean	\$8,784
Percentage Above or Below Median	4.44%
Percentage Above or Below Mean	4.52%

Number of Comparable Matches	10
------------------------------	----

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Veterinarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Veterinary Medical Officer III	\$5,188	\$6,575					\$879	\$90	\$9			\$503	\$8,056
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	Veterinarian	\$5,597	\$8,395		\$336	\$588		\$880					\$630	\$10,828
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Veterinarian	\$6,041	\$7,343		\$73			\$827	\$95				\$562	\$8,900
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Veterinary Medical Officer	\$5,430	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$7,343
Base Salary Mean		\$7,599
Percentage Above or Below Median		-11.68%
Percentage Above or Below Mean		-15.57%

Total Compensation Median	\$8,900
Total Compensation Mean	\$9,454
Percentage Above or Below Median	-10.48%
Percentage Above or Below Mean	-17.36%

Number of Comparable Matches	3
------------------------------	---

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Vocational Rehabilitation Counselor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional	\$3,894	\$4,867					\$978					\$372	\$6,217
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Vocational Rehabilitation Counselor	\$3,744	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$7,059
Base Salary Mean		\$7,059
Percentage Above or Below Median		-45.04%
Percentage Above or Below Mean		-45.04%

Total Compensation Median	\$8,635
Total Compensation Mean	\$8,635
Percentage Above or Below Median	-38.88%
Percentage Above or Below Mean	-38.88%

Number of Comparable Matches	1
------------------------------	----------